

## Additional Comments

**Additional Comments:** **1.** Looking at the State of Utah and other cities that have gone to 4:10s the COF should be as innovative as other communities. I believe this will help with recruitment and retention issues. **2.** I would like to see 4-10 year around. **3.** To save \$33k a minor pay reduction for all employees would almost go unnoticed. Instead I feel this schedule is being forced down our throats for the convenience and benefit to some at the expense of others. **4.** Whatever is best for the city and no more layoffs! **5.** 9 hours and a 4 hour Friday is already happening informally. Fridays are always really quite. **6.** I am in favor of alternative work schedule on a voluntary basis. I am opposed to closing city hall on Fridays. **7.** Please consider the "mothers" when starting this program - we need flexibility - we can't always work in the office - we need to work from home or other alternatives. **8.** I believe this gets harder for single parents. **9.** Puts a burden on families with children due to after school programs, homework, & dinner. During snow we will have to shovel from very early till very late. Fridays- children still attend school- it wouldn't provide anymore time. People may be without services for 3 days.

**10.** I also like the idea that people can get their city business done before and after their work schedules. I would love 4 -10s. **11.** Good idea for a metropolitan area where you really do sit in traffic for hours or buildings where you have a smart HVAC system that you can really shut down the extra day off. This is just a fad that is not appropriate for the City at this time. **12.** Changing day off to Monday. - Make the work day 7 am - 6 pm but the customer hours from 7 - 5:30 to allow the time for administrative work and to tie up business for the day. Can the city do 1/2 lunches to reduce the hours open? What hrs will the meter readers work due to lack of sunlight and low temperatures? **13.** Customers would receive equal service but not better, while my family life would suffer trips to work might go down but overall trips would most likely increase, increasing my expenses; personal health issues would make it difficult at best to work 10 hour days, No savings to City unless City Hall was completely closed on Fridays. **14.** I would support a policy which would allow supervisors the flexibility to allow for employees to follow schedules that work best for them. **15.** I have previously worked a compressed work week (M-Thur 7- 5:30) and everyone loved it. People are simply afraid of change. Everyone can make adjustments. **16.** A lot of use would like to have every Friday off. The most people who have been complaining are the ones who are salary. Doing 4-10s may save jobs in the long run. **17.** State of Utah - 83% of workers like the systems! **18.** Let employees work out alt. schedule with supervisor instead of forcing one schedule on all. Will work Friday as needed anyway - our customers expect it so will only move expenses to me - heat, lights, computers and will inconvenience customers. All around bad idea. **19.** Has the city considered having its own day care? Give employees a discount, convenience and we have new positions for day care center! **20.** I thin the best one is the 9 days 9 hours 1 Friday off a pay period. During the winter 4 -10s would be hard. **21.** This is a really bad idea for many many reasons.

**22.** Having worked a 4-10 schedule it is the only way to go. **23.** I have previously worked 10 hour shifts and fell it provides better service to the community, uses fewer resources to support and it is better for the employee. **24.** I am a supporter of telecommuting as well. I have a City laptop with VPN and do this now but with no credit time for points. So supervisors not supportive and has too much a of a "be at the desk" mentality when in a lot of positions with cell phones and lap tops this is not necessary. **25.** For those who get "Cabin Fever" during winter months the loss of daylight by working indoors would bring out the depression quicker if we worked 10 hour days might work for some with irregular days/hours, spouse of such. **26.** Best schedule I have ever worked for about 7 years was with in a 2 week time period eight 9 hour days plus on 8 hour day and every other Friday or Monday off. This schedule allowed good coverage M-F by some employees taking on Friday off and the others alternate Friday off. **27.** How many man hours and other related costs will this take to implement will we exceed the purposed yearly savings? **28.** Either do 4-10s don't

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try to blend and mix. **29.** I am sure this would be a considerable benefit to the City Hall staff but as long as the municipal court is open 5 days a week our department will be also. **30.** City hall hours would have to be same as pilot program - my staff is required here for city halls hours of operation. **31.** A 10 or 11 hour day would ruin me by Thursday. My energy level would be so low. **32.** Would love to try either schedule and see how it works. **33.** I hadn't heard the 4 9's option until now- most customers that pay on Friday are afternoon once their paychecks are in and cashed - morning hours would probably not help so much. **34.** I believe a 4-10 hr work week would benefit both myself and the employer. **35.** Departments that can utilize schedule best should probably do it. **36.** Please don't let the naysayers sway you. Just Google "four day work week" on the web. 82% employee approval rate - Wow! Just look at all the states, counties, school districts, cities, universities using it and loving it! It is the wave coming at us. Many, many, Arizona jurisdictions already have adopted and even local private companies have done the same. Coconino county is considering same.

**37.** Working 4 tens saves on gasoline as well as utilities for the building. If its not being used <heating/electricity> The drive for me to work is sixteen miles round trip so I appreciate not having to drive the extra day. **38.** One concern I have would be for nursing mothers. If city hall is closed on Friday how will they pump? For those like that library that don't close Friday. **39.** If City Hall changes to 4/10s then everyone in City Hall should do it. The public need consistency. **40.** Although this change to a 4 day work week would probably not affect me, I believe it is a good idea to cut costs. **41.** Extend the hours past 5 PM if you think customers need evening hours on certain days vary the work hours 10-7 or 9-6. The library stays open to 9 PM to accommodate our patrons. Why is the City Hall location unresponsive to customer needs. The janitorial cost savings are not significant enough to justify a 4 day workweek. **42.** 4 -10 hour workdays are too much - productivity service, and morale will suffer. **43.** How much real savings should be identified. \$33,000 janitorial services doesn't seem like enough to rearrange everyone's schedule - what about increased costs informing everyone of

the new hours. **44.** I would rather work the compressed schedule instead of having to come in to work four hours on Fridays! **45.** In our division we have 2 people to cover discretionary work. If we alternate Mondays and Fridays we will still have coverage with this flexibility and we'd complete more work in addition to saving gas! Great idea! Thank you! **46.** Would save me personally 40-80 dollars per payday on gas and food if we could go to 40 hours that would be wonderful! **47.** Please help the individuals who are civilian workers at the Police Department with the same benefits as City Hall. **48.** Thanks for working on this idea. **49.** 3 days off in a row is very appealing. In my office a 10 hr work day would be very efficient as I often have to re-arrange my schedule to work later anyway. **50.** Airport- We need to get on a 24 on 48 off schedule! **51.** Thanks! **52.** Sometimes I come in early or stay a little late to be able to speak with residents at their property. This would keep me on the clock and hopefully more productive. **53.** Thank you for the opportunity to comment. **54.** This type of schedule doesn't really work for industrial waste section as we need to be available for the customers, inclusions back flow testers all during the normal work week. Also, the facility where our office is located is one M-F 7-3:30 and temporary manned every weekend to perform mandatory tests as required by ADEQ for the AZPDES permit. **55.** For the community the 4-10 hrs seems more logical to me, so that people are able to take care of business (pay bills, etc.) before and after their work hours. On the other hand - if you want to make dinner when you get home more likely you will not eat before 8 PM not a healthy choice. **56.** I would like to see the City seriously look at telecommuting and make it an option for as many as possible. My supervisor is very hesitant on alternative schedules so I would like for someone with authority over her to make the ok so that my work group isn't left out. **57.** I am more supportive of telecommuting than of the 4 10s. **58.** The 7-6 schedule consumes a large block of time 12.5 hrs with commute. Past experience is that it is exceptionally tiring both mentally and physically. Productivity would diminish.

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**59.** I am extremely flexible and appreciate my job and enjoy my job but my family comes first. **60.** I could say many things, but will summarize my opinion thus: if this becomes mandatory, I will have no other choice than to look for another job. I don't want my children's quality of life to be what it would under these conditions. **61.** What about 8-9 hr days and 1 8 hr day and every other Friday off, alternating with co-workers! **62.** Prefer flexibility for each employee for their schedule. My work group currently provides this. Some work 8 hrs 5 days a week and some 10 hour days and some 9 hour days. I don't support restricting buildings access to compress work weeks. **63.** I believe a 6 hour day four days a week work schedule would work best. I believe that most people spend at least 2 hours a day doing other things beside work so if they just focused on working and not socializing or attending useless meetings they could work a 6 hour day 4 days a week work schedule and be just as productive as they are now. **64.** I think if the 4 10s are offered that is one thing but to tell folks they cannot go to their work areas on day five is not fair - they savings do not support the reasons of being given - Sedona tried this and it did not work either probably most of those folks live there to enjoy being outside too - everyday! **65.** How are holidays handled? 10 hrs or supplement? **66.** I really hope we try the 4 9's it really makes the most sense for everyone and we'll still have a longer weekend- I love it! **67.** PD (patrol) is not a good baseline because we are 24/7 operation already working 4 10s. Additionally our facility is exempt from the pilot program. **68.** The program should be voluntary for the staff and sections who wish to employ it. **69.** Give it a try. What have you got to lose? Employee morale is at an all time low. **70.** The mileage (cars on the road) argument doesn't work because rather than running around on errands and out of town 2 days a week it would be 3 days putting more miles on your car and more pollution than just going to and from work on a Friday. Employees need time with their families and a 10 hour work day doesn't allow for homework time or just hanging out time. **71.** I wholly support these concepts and think that the employee and the city's bottom line would improve without negatively impacting customer service. **72.** I'm not sure that it'd work at the library - tough to schedule. I'd think. **73.** Cutting Fridays from the work schedule gives patrons an excuse for bill payments to be late. **74.** I like the flex scheduling being able to work your scheduled hours during the pay period in a way that works for each person. **75.** Due to Fire being on a separate work schedule the 4 or 5 day a week schedule has no bearing on how we operate. **76.** Flexible work schedules are the best. Schedules that the individual section determines. We work to live not live to work. This schedule leaves very little time for outdoor activities which is why a lot of us live here. **77.** I am in favor of a flexible work schedule. A mandatory compressed work week has the following negatives: less time with my daughter, my daughter would spend 1 1/2 hours in daycare. She goes to bed at 7:30 - this means I would have to feed her, bath her, and put her in bed right after getting home. For parents with older kids a schedule like this means no sports or extra curricular activities. Kids in school don't get Fridays off so its not like you would get to spend time with them then either. For me this pilot and the compressed schedule just won't work. The city should keep in mind that family/children (and time with them) is more valuable then a few dollars in energy savings. **78.** Since the emphasis has shifted away from economic/ environmental savings consider divisional implementation - true flexibility. Perhaps customer - intense sections would prefer compressed schedule, but other divisions would benefit from a 5-day schedule. I question that the econ/eco benefits are great enough to force all into a compressed schedule. **79.** Daycare is not able to accommodate this time, and if they were it would be extremely expensive and then allow very little time with children. They would have to go to bed pretty much when I get home in order to maintain the same sleeping time. If this compressed work week is implemented I would strongly suggest the that City provide childcare either on-site or near-by. The city owns a house a few blocks away that sits vacant that could be utilized for a small daycare for the children of City employees. This house was purchased as part of the Rio project and someday will likely be torn down,

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but until then could be utilized. **80.** Look at the City Hall parking lots on Friday afternoon. Everyone is generally taking the day off already...whether or not they have showed up. People will have an additional weekend day to spend money in local shops and businesses. People spend more money on weekends. Let's extend the weekend and boost sales tax while reducing city costs! => Work hard, play hard. **81.** 3 day weekends improve moral. 10 hour workdays increase productivity.